

Navy League Webinar Series

Day 4 – May 7 – Buying Commands

Q&A

<u>Question</u>	<u>OSBP Response</u>
With all of the opportunities presented by COVID-19, how will the 10 Major Buying Commands be leveraging the recent stimulus funding to build in new capability into OSBP operations? When would there be consideration for a combined web based dynamic forecasting tool?	1) The DON received ~\$250M in stimulus funding. We prioritized how the funding will be executed across the department and included Industry in this process. 2) DON OSBP is collaborating with DoD OSBP and the other services on utilizing a combined web based dynamic forecasting tool. DON LRAF's can be found on OSBP website under Doing Business with the DON or by visiting the individual Commands websites.
Navy is slated for \$5.48B and the Marine Corps is slated for \$800M. Mr. Smith, on Tuesday's webinar, stated that the first \$250M has been issued. How are the Buying Commands insuring small businesses are getting opportunities to access opportunities related to the FY20 stimulus funding?	The DON received ~\$250M in stimulus funding. We prioritized how the funding will be executed across the department and included Industry in this process.
Can we have the decks sent to us after this webinar please? Will questions and answers from today's session as well as the previous three this week be compiled and posted someplace?	Slides are available on the DON OSBP website at www.secnave.navy.mil/smallbusiness under the Outreach tab. Questions and Answers will be posted for each event.
For SBA certified 8(a) firms, are there plans on sole source/small business set aside basis to engage them.	The DON is open for business and acquisition decisions are made based on complexity of the requirement, budget and market research.
When the Navy reports their success on using small business, it is typically reported, as is required by the metrics, as revenue. However, one of the biggest differences for SB vs LB, is the profitability of the work. The VAST majority of the work that is a SBSA is engineering services, which is very, very low margin work. Does the Navy ever look at the profitability of work that is set aside vs the profitability of work that is not set aside?	Size standards define the largest size a business can be to participate in government contracting programs and compete for contracts reserved or set aside for small businesses. Size standards vary by industry, and are generally based on the number of employees or the amount of annual receipts the business has. You can find small business size regulations in Title 13 Part 121 of the Electronic Code of Federal Regulations (eCFR)

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<p>To whom should we direct inquiries regarding the testing and prospective purchase of our advanced, field producible, biofuels?</p>	<p>You can visit our website at www.secnnav.navy.mil/smallbusiness under the "Search What DON Buys" tab. This is a data download from FPDS-NG for DON specific procurements. You can sort by NAICS or PSC funded & awarded contracts. If you know your NAICS, you can find who in the DON is buying what you are selling. Once you find the Command information, visit the map on our homepage to find the Small Business Professional at that Command. Contact the Small Business Professional for questions.</p>
<p>What office handles Health IT initiatives?</p>	<p>You can visit our website at www.secnnav.navy.mil/smallbusiness under the "Search What DON Buys" tab. This is a data download from FPDS-NG for DON specific procurements. You can sort by NAICS or PSC funded & awarded contracts. If you know your NAICS, you can find who in the DON is buying what you are selling. Once you find the Command information, visit the map on our homepage to find the Small Business Professional at that Command. Contact the Small Business Professional for questions.</p>
<p>As a 8(a) and GSA holding Small Business, we also produce and provide bulk quantities of FDA approved Hand Sanitizer (Gel based and Ethanol based Solution); during these times with COVID, is this something the DON Commands purchase, and if so, who would we be able to contact in order to provide that information?</p>	<p>Hand sanitizer is procured by DLA. Contact DLA Small Business Director, Dwight Deneal – dwight.deneal@dla.mil</p>
<p>Do you have a Small Business person at Camp Pendleton or Barstow?</p>	<p>Visit our website at www.secnnav.navy.mil/smallbusiness . On the homepage is a map. Click on the map for the state you are looking to do business and the list of Small Business Professionals and contact information is listed.</p>
<p>Is there a standard business protocol that the Navy and Marine Corps has for small businesses to enter into business with each Command. (Aside from SAM/DSBS)....do you accept capabilities statements etc?</p>	<p>Visit the DON OSBP website at www.secnnav.navy.mil/smallbusiness . On the homepage is a map. Click on the map for the state you are looking to do business and provided is the list of small business professionals and their contact information. Contact the Small Business Professional to present your capabilities brief. Recommend you review their Small Business Strategy, LRAF, etc. prior to the meeting.</p>

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What is the Navy's process of Sole Sourcing to a WOSB/HUBZONE company?	The sole source process would be the same for all companies, including WOSB/HUBZONE. In accordance with FAR 6.302, there are seven justifications for sole source and one of them must be met in order to award a sole source contract. It's the technical requirements holder and contracting officer responsibility to provide justification and gain approval from the Head of Contract or Deputy Assistant Secretary of the Navy-Procurement (DASN-P) (depending on the dollar value of the requirement) on why the procure should be sole source in accordance with one of the seven reasons. If none of them can be met, the procurement must be a competition (full and open or set-aside).
When do you anticipate the new CMMC requirements to start showing up in RFI/RFP requests?	Visit the Undersecretary of Defense CMMC website for updates at https://www.acq.osd.mil/cmmc/index.html
SBIRs are a bureaucratic & administrative nightmare and difficult for us to engage. Does DoN have funding opportunities with lower barriers such as tech competitions which others utilize such as Army's xTechSearch?	The Department's SBIR program office has worked diligently to streamline its processes to be simpler, easier and more impactful. Examples include reducing proposal length, developing standardized templates, and changing our payment schedules to accelerate payments. We have adopted flexible contracting vehicles and have one focused contracts center processing all Navy awards at speeds that continue to improve. For more information, please visit our website at "navysbir.com" The Army Research Laboratory has a prize competition, under the Army xTech Search program. For additional information on tech competitions, please reach out to the Naval X office at: https://www.secnav.navy.mil/agility
Industry is fully aware of when the cut off time frame is in regards to communicating with the government concerning discussing a given opportunity. Can the panel please speak to at what point do they open and stop discussions with industry prior to the actual RFP release?	OMB signed out four "Myth Busting" Memo's and memo #2 addresses misconceptions and further improving communications during the acquisition process. Communications are encouraged up to the point the RFP is released and at that point all communications cease.
NAVAIR is not mandated to use Seaport NXG as is the rest of the Navy. What Best In Class contract vehicles are preferred for NAVAIR acquisitions?	NAVAIR had several Small Business Set-Asides already in progress when Seaport NXG was named Best In Class via NMCARS 1802. NAVAIR covers the Engineering Services NAICS of Seaport NXG, with several additional NAICS Codes, using the PM-CSS MAC, PASS / PASS-SB, CMMARS, KRACEn, FRP MAC, and two PEO Small Business MACs.

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<p>Given that NAVAIR is not required to utilize SeaPort NxG, what are NAVAIR's preferred SB best in class contract vehicles? Stated differently, what should we tell NAVAIR customers that want to contract for a company's unique capabilities when they ask for "a way to get to us"?</p>	<p>NAVAIR covers the Engineering Services NAICS of Seaport NXG, with several additional NAICS Codes, using the PM-CSS MAC, PASS / PASS-SB, CMMARS, KRACEn, FRP MAC, and two PEO Small Business MACs. KRACEn is \$6B MAC with 42 Small Business awardees. PASS-SB also is an all Small Business MAC. Come see us and we can help you make the contacts with the right people and the right contracts. We connect capabilities/companies with the Principle Deputies in our Program Offices. We can assist you with your specific needs.</p>
<p>I work for a Small Business that can assist the Navy with spare parts issues from a digital manufacturing perspective. Outside of the SBIR/STTR approach, what is the best way to approach either NAVAIR or NAVSEA to utilize our technology to assist either Command with their sustainment missions; and what types of contract agreements to you offer for cutting edge tech companies trying to do business with Navy?</p>	<p>We are really looking for your type of company with cutting edge technologies. The SBIR program is ideal but if you do not fit within those confines of requested topics for Phase I or Phase II SBIRs, then I would direct you to either our Naval Aviation Systems Consortium, which is an OTA hosted by CMG, and work the idea there or possibly our IMPAX PIA, which is the Partnership Intermediary Agreement. The IMPAX is a vehicle that is ideal for the development of concepts. Once the concept is solidified, then we can work with the Naval Aviation Systems Consortium for the possible development of a prototype. Once the prototype is complete, then you have a viable product or deliverable for a Requiring Activity to evaluate and consider for future funding opportunities. We would need a lot more specific information about your innovation in order to properly advise you. You can contact the NAVAIR OSBP for further information.</p> <p>To increase the rate in which Navy projects can be initiated, executed and completed, NAVSEA has enacted a FAST-Lane Acquisition Steering Team and Governance Board. This team looks at how to apply the various types of contracts/agreements to accelerate technology to the Fleet. The contracts/agreements include: Other Transactional Authority; Pilot programs such as the Defense Commercial Solutions and Non-Traditional and Small Contractor Prototyping Program; and Partnership Intermediary Agreements (PIA). One size does not fit all so you would need to work with the Navy organization to determine the approach that best suits your situation.</p>
<p>Which service or services can we engage to discuss our advanced high efficiency, fuel agnostic, low heat & noise signature engines; aircraft propulsion systems, ship propulsion systems with corresponding novel ship designs? These technologies have a nexus to low cost, high speed, stealthy & high survivability ship to shore transport including high speed low cost, personal & cargo air transport from small ships</p>	<p>Technical Warrant Holders (TWHs) are Navy engineers and recognized technical experts in their fields across specific technical domains</p> <p>NAVAIR would possibly be interested in your aircraft propulsion systems, especially if they are in alignment with our currently listed requirements in our Long Range Acquisition Forecast, which is posted on the NAVAIR website. Contact the NAVAIR OSBP to discuss your innovations in further detail.</p>

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<p>NAVAIR; follow-on to contract vehicle question: Will NAVAIR hold an "on-ramp" for the PM CSS and other MACs to enable other SB opportunities to compete?</p>	<p>The PM CSS MAC does have provisions to "on-ramp" qualified Small Businesses. Currently, it has not been determined if or when NAVAIR will utilize the "on-ramp" provision.</p>
<p>What % of the work awarded under the PM CSS MAC at NAVAIR is going to companies that are Small Businesses?</p>	<p>The PM CSS MAC is a 100% Small Business Set-Aside, and as such, all 23 awardees were qualified as Small Businesses at the time of the award. Per the FAR, Small Business awardees are considered as Small Businesses for the performance period of the contract. Therefore, the percentage of work at NAVAIR that is awarded to Small Businesses under the PM CSS MAC is 100%, per the aforementioned definition.</p>
<p>Are any of the Buying Commands other than NAVAIR focused on CSfC solutions?</p>	<p>MCSC has many programs both on the high side and non-high side that use commercial solutions. If more information is needed please email MCSCOSBP@usmc.mil to get further details on non-high side programs and for high side, ask and we can provide an appropriate POC for info to be relayed or proper channels.</p> <p>Currently ONR is not focused on Commercial Solutions for Classified Programs, i.e., CSfC. However, please visit the ONR website, specifically ONR Code 311, Mathematics, Computer and Information Systems Division at: https://www.onr.navy.mil/Science-Technology/Departments/Code-31/All-Programs/311-Mathematics-Computers-Research. The MCIS Division sponsors basic research, applied research and advanced technology development efforts in mathematics, computer and information sciences that address Navy and Department of Defense needs that includes cyber security.</p> <p>You may contact the NAVAIR OSBP if you desire further assistance, then we will have to understand your specific interests before referring you to the appropriate requiring activity, CSfC Prime Trusted Integrator, or Commercial Component Developer.</p>

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<p>What is the best way for potential suppliers (especially small businesses) to communicate with NAVFAC? Currently, potential suppliers to NAVFAC appear to have no unified way to communicate with the Navy as each facility is handled separately, and their level of responsiveness varies greatly. Moreover, at times, Navy's Small Business liaisons can have trouble consistently receiving feedback from NAVFAC personnel.</p>	<p>Interested suppliers can always reach out to our SBP's directly and if they do not receive a response they can always escalate to me @ HQ.NAVFACOSBP@navy.mil</p>
<p>Yesterday, in response to my question regarding SeaPort-NxG contract types, Ms. Shaver stated that T&M contracts are not allowed because they are "the least preferred contract type." I know that's what the FAR says, but is there a study or analysis that provides a reasoned basis for this? Or is this perhaps an anachronism, leftover from a bad experience long ago where the Government failed to provide adequate qualification requirements for the various labor categories?</p>	<p>T&M contracts put the majority of the risk on the Government, overruns w/o guarantee of finishing the effort. Under SeaPort, the services procured are engineering and professional support services where the scope of the effort is not defined to the degree necessary for the Government to be willing to assume the risk under T&M vehicle. The preponderance of the services procured are not labor subject to the service contract act or work where labor hour with material costs associated that would lend to T&M being an appropriate rate. Few, if any, of the 23 functional areas covered by SeaPort-NxG would be performed by SCA labor. Instead, the vast majority are engineers, program management, business financial management professionals providing services to major DON programs where changes in the program priorities over the course of the five-year period of performance need to be fluid to some extent and therefore cost-reimbursement vehicles where the risk is shared is the appropriate arrangement.</p>
<p>Might not be the right time but wonder if you can talk about the software factory OASIS might function relative to working with industry.</p>	<p>SEAPORT NxG is the DON's best in class contract vehicle. Recommend viewing the OASIS website or contacting the helpdesk for more information.</p>
<p>When is next gen on ramp?</p>	<p>Estimated release October 2020 with an award date June 2021. Rolling Admissions announcement is posted on FBO (beta.sam); Anticipated RFP# N00178-21-R-7000.</p>

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<p>We are an 8(a) EDWOSB based in Honolulu with reach throughout PACRIM. We are on NXG but have yet to find a contracting office that is familiar with it. No alerts seem to reflect Hawaii AOR. How can we use NXG in Hawaii?</p>	<p>The SeaPort PMO has provided Category Management & Functional NxG Training in Hawaii - Several activities there are authorized to use SeaPort; NAVFAC HAWAII (N62478); NAVFAC, PAC Eng & Exp WFC (N62742); NAVSUP Pearl (N00604); NUWC Pearl (N32253) –</p> <p>Depending on the specific scope, SeaPort may not be mandatory, i.e. some repair services and some ship support services are exempt. Each ordering activity must make the determination of whether or not what they are purchasing fits within the scope of SeaPort.</p>
<p>@Dan Deconzo - who backfilled you at Corona?</p>	<p>NSWC Corona is in the process of backfilling the Small Business Professionals position but an alternate SBP has been appointed. The Alternate SBP's contact information can be located on the DON OSBP or NAVSEA websites or you can reach out to NAVSEA HQs Small Business Office for more information.</p>
<p>For Ms. Bannister, First, our condolences on the loss of Mr. Tatigian. We are a small domestic manufacturer/subcontractor that historically competes with foreign suppliers. What support can the NAVSEA Small Business Office provide to protect domestic small business suppliers and ensure that NAVSEA Program Offices consider and comply with the Federally mandated Buy America requirements?</p>	<p>The NAVSEA Small Business Office provides training to the Program Offices for compliance to FAR 52.225-1 Buy American-Supplies. If there is a particular instance where compliance is not being met, please reach out directly to the NAVSEA Small Business Office.</p>
<p>Mr. Espenshade, are you seeing lower tier suppliers face challenges and disruptions, amid the pandemic? How are you mitigating risks within the supply chain, amid travel restrictions and any other challenges?</p>	<p>We are seeing this occur through survey efforts lead by NAVSUP's Strategic Supplier Management (SSM) Office; however, as the weeks go by we are starting to see shutdowns and supply issues trend more positively. At the onset of the COVID-19 pandemic we recognized a lot of confusion surrounding State government mandates for shelter in place and determination on what is or isn't considered essential. Working with OSD, state and local officials we were successful in providing guidance to the defense industry on being able to continue mission with CDC recommendation in place and provide information and support for financial resources.</p>

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<p>Can we ask ONR which % is SBIR and which is traditional procurement?</p>	<p>ONR's SBIR Phase I and II awards are executed through NAWC-AD Lakehurst, Lakehurst, NJ. Only the SBIR Phase III requirements are processed through ONR. To date, ONR has executed \$268M in Small Business procurement dollars of which \$31.6M of SBIR funds have been awarded by NAWC-AD Lakehurst on behalf of ONR.</p>
<p>Brenda Pickett - It looks like your \$74.3M is through Seaport-NXG. What other contract vehicles are common acquisition programs at ONR?</p>	<p>In addition to utilizing the Navy SeaPort-NxG solicitation platform in support of ONR's support service requirements, the Command utilizes a variety of solicitation processes that are deemed appropriate by the cognizant Contracting Officer. Given the fact that ONR's mission is primarily Scientific Research a preponderance of the requirements are fulfilled under the Broad Agency Announcement (BAA) Process, specifically ONR's Long Range BAA in conjunction with specific BAAs which are located on the Command's website at: https://www.onr.navy.mil/work-with-us/funding-opportunities/announcements In addition, ONR utilizes requests for proposals and request for quotations for some research and development programs such as the Manufacturing Technology Program, Innovative Prototype Program Future Naval Capabilities Program, etc...these solicitations are made available through beta.sam's 'Contract Opportunities': https://beta.sam.gov/search?index=opp In addition, the Command also utilizes other various government solicitation platforms such as NIH NITAAC, GSA Schedules, BPAs, etc...again, it is dependent upon the requirement itself as to the solicitation preference.</p>
<p>Can you elaborate on the NAVY HBCU Program?</p>	<p>The Department of the Navy's Historically Black College University/Minority Institution (HBCU/MI) Program is designed to increase the participation of HBCU/MI's in the Navy's research, development, test and evaluation (RDT&E) programs and activities.</p> <p>As part of its mission, the Program strengthens the capabilities of the institutions to conduct basic and applied research, and increases the quality and quantity of STEM programs with a focus on minority researchers and graduates. These programmatic objectives will be achieved through the implementation and performance of three Program goals:</p> <ol style="list-style-type: none"> 1. Expanding opportunities for schools to successfully compete for grants and contracts for basic and applied research; 2. Offering scholarships, fellowships and internships to students pursuing degrees in STEM studies; 3. Leveraging existing relationships between HBCU/MI and K-12 school systems to inspire and engage diverse students in STEM studies.

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	<p>The DoN HBCU/MI Program supports national security functions across the DoN through increased involvement in basic and applied research. With its focus on preparing underrepresented student populations for employment in the technical fields, the Program supports the Secretary of the Navy's STEM roadmap for building the next-generation naval workforce. Further details may be found at: https://www.onr.navy.mil/Education-Outreach/HBCU-MI-Historically-Black-Colleges And the ONR Program Director managing the Navy HBCU/MI Program is Mr. Anthony Smith Sr. and may be contacted at: anthony.c.smith1@navy.mil</p>
<p>What is the best way for a small business to support the DON as a Subcontractor? Should we reach out to the buying Commands CO in addition to the Primes?</p>	<p>Utilize the Small Business Professionals as your entry point to the Commands.</p> <p>There are varieties of methods to become a Subcontractor in support of the DON:</p> <p>DoD Prime Contractor Directory: The DoD Office of Small Business Programs 'DoD Prime Contractor Directory' which may be downloaded from: https://business.defense.gov/Acquisition/Subcontracting/Subcontracting-For-Small-Business/ identifies Large Prime Contractors that are required to establish subcontracting plans with goals. The list includes company names, prime contract numbers, contract periods of performance, NAICS codes, company points of contact (POCs), POC phone numbers and POC email addresses. You can use this directory to find the contact information of Prime Contractors for potential subcontracting opportunities. The directory is generated from data contained in Individual Subcontract Reports (ISRs) reported by Prime Contractors in the Electronic Subcontracting Reporting System (eSRS) and data contained in the Federal Procurement Data System-Next Generation: https://beta.sam.gov/reports/awards/standard</p> <p>USASpending.gov: Which may be found at: https://www.usaspending.gov/#/ includes details about subcontract awards. You can use USASpending.gov to connect subcontract awards to prime contracts and identify Prime Contractors that are awarding subcontracts in your local area.</p> <p>U.S. Small Business Administration's (SBA) 'SubNet': The SBA's Subcontracting Network System that bridges the gap between businesses seeking Small Businesses and Small Business seeking contracting opportunities: https://eweb1.sba.gov/subnet/client/dsp_Landing.cfm</p> <p>U.S. SBA Directory of Federal Government Prime Contractors with Subcontracting Plans: The Directory is a listing of Federal government contractors that have a requirement to subcontract to Small Businesses. This listing is intended for Small Business Concerns seeking to find subcontracting possibilities with Federal Government Prime Contractors: https://www.sba.gov/document/support--directory-federal-government-prime-contractors-subcontracting-plans</p>

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	<p>DoD/DLA Procurement Technical Assistance Program: The Procurement Technical Assistance Program was established to expand the number of businesses, whether they be Small, Medium or Large businesses capable of participating in government contracts. Defense Logistic Agency's (DLA) Office of Small Business in cooperation with states, local governments Federal and nonprofit organizations administers the program.</p> <p>Under the program, Procurement Technical Assistance Centers (PTACs) help businesses pursue and perform under contracts with the Department of Defense, other federal agencies, state and local governments and with government prime contractors. Most of the assistance the PTACs provide is free.</p> <p>PTAC support to businesses includes registration in systems such as the System for Award Management (SAM), identification of contract opportunities both as Prime Contractors and Subcontractors, help in understanding requirements and in preparing and submitting proposals. The PTACs have a local presence in 48 states, Washington, D.C., Puerto Rico and Guam. Other PTACs specialize in assistance to federally recognized Indian tribes and Alaska Native entities, their members and reservations throughout the country: https://www.dla.mil/SmallBusiness/PTAP/</p>
<p>Can we get a list of Prime Contractors at each Command?</p>	<p>A list of Prime Contractors for any Command's service/product can be found by viewing the Long Range Acquisition Forecast on the individual Command websites https://www.secnave.navy.mil/smallbusiness/Pages/commands.aspx or retrieved from FPDS NG/BetaSam https://beta.sam.gov/</p>
<p>Dear Friends at all Navy Small Business Offices, Thank you!!! So appreciate all of your hard work. This is for Commands that deal with Technology Keeping in mind the new SBA changes for HUBZone we ask this question. We are a HUBZone company focused on technology and engineering services and know that there are over 80 HUBZone companies on Nexgen yet very few HUBZone requirements. HUBZones respond very well to RFIs yet we do not see much success. Will your respective Commands kindly consider HUBZone opportunities to help especially vulnerable</p>	<p>We continuously strive to increase HUBZone Achievements, as well as, all Socio-economic Small Business achievements. However, the requirements for each and every Request for Proposal (RFP) must be fulfilled with a capable and qualified offeror to ensure that the mission of life cycle support are met on time and on cost in support of the Warfighter. Thereby, offerors must provide clear and concise capability responses, on a case by case basis in response to Sources Sought Notices (SSN) and Market Research (MR) inquiries. Each SSN and MR inquiry is unique to a specific requirement; therefore, each offerors response must be specific to that individual SSN and/or MR inquiry to enable the acquisition team to increase Small Business inclusion in our efforts to maximize the small business industrial base.</p> <p>Contracting Officers are required to verify socio-economic certification at the task order level by accessing the System for Award Management (SAM) at the time of proposal submittal for any task order competitions set-aside for any of the socio-economic preferences. It is incumbent on the MAC holder to ensure their status in SAM is current and accurate at all times.</p>

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<p>communities and to help create employment?</p>	<p>You should also know that the SBA has incorporated the following HUBZone Program Compliance Flexibilities during the COVID-19 Pandemic:</p> <p>Recertification requirements: SBA will temporarily suspend requirements for annual recertification.</p> <ul style="list-style-type: none"> • All firms, including those that were due to recertify in 2020 under the triennial recertification schedule (e.g., firms that last recertified in 2017), will not be decertified for failure to recertify. • Firms that voluntarily choose to recertify on their anniversary date will be provided with instruction about how to do this. • Please note: A firm that submits an offer for a HUBZone contract for a solicitation issued after December 26, 2019, must be prepared to demonstrate its eligibility as of the date of its initial certification, or if applicable, its most recent recertification. <p>Student residence hall closures: SBA will temporarily recognize the HUBZone resident status of any student employee required to move from student housing in a HUBZone to a non-HUBZone location. (This applies only to students who were already on payroll and had residency established prior to the university closing.)</p> <ul style="list-style-type: none"> • HUBZone firms may continue to count student employees as HUBZone residents by providing documentation showing: <ul style="list-style-type: none"> • The university/college closed the student residence; and • The employee has been maintained on the payroll <p>Compliance under mandatory telework: SBA will allow firms who place employees on mandatory telework to maintain compliance with the principal office requirement, for certification and recertification purposes, if the firm met the principal office requirement prior to the telework measures being put in place.</p> <ul style="list-style-type: none"> • Firms will be required to provide a signed statement that: <ol style="list-style-type: none"> 1. They put their employees on telework in response to social distancing restrictions related to the COVID-19 pandemic; 2. The teleworking measure is temporary in nature and the employees will return to their normal work location once the teleworking measures have been lifted; and 3. The firm will make its best effort to provide meaningful work to employees on telework.
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